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10 JAN 1966

MEMORANDUM FOR: Mr. Clarke

SUBJECT : Implementation of the CIA Retirement and Disability System

REFERENCE : Memorandum from Director of Personnel to Executive Director-Comptroller, Subject: Same, dated 29 December 1965

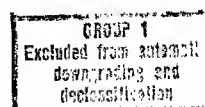
1. Regarding the attached package, I recommend the proposed memoranda to the various Deputy Directors be issued without delay. These memoranda should serve our purpose of speeding up the identification and processing of participants in the Agency retirement program.

2. The proposed report (paragraph 5, reference memorandum) on status of Agency progress in instituting the retirement program does not appear to go far enough for our purposes and I suggest that we go to the Director of Personnel in a separate memorandum asking him to include the following information in their initial report on the Agency retirement program:

a. In listing retirements to date under the program (paragraph 5f), they should do so by Career Service and include name, grade, age and component. It would also be helpful if they would project retirements under the program for the succeeding six-months' period.

b. Provide a separate schedule of participants (grades GS-13 and above) who are now age 50 or over and who meet eligibility requirements for immediate (within the next 18 months) voluntary retirement. As an addendum to this schedule, show a separate breakout of those participants who are beyond the mandatory

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retirement age and indicate on what basis they were given waivers, by whom, and their expected retirement date. Format of this schedule should also be by Career Service and include name, grade, age and component.

c. Provide a separate schedule of individuals who would meet criteria set forth in b above but who have not yet been designated for participant status by their Career Services.

3. In addition to the above information on the CIA retirement system, you may wish to update information on the status of the regular Civil Service retirement program. In Action Memorandum A-410, dated 27 July 1964, Mr. Kirkpatrick asked the Director of Personnel to "review all current exceptions to retirement policy\* and provide specific recommendations either rescinding or revalidating each case by name...". Most of this information is readily available in the Office of Personnel but it would take some time to pull it together. Shall we ask them to do so?       yes,       no

4. Recommended action: Have Col. White release the attached memoranda to the Deputy Directors and advise him that we are asking the Director of Personnel to provide additional information per paragraph 2 above. The purpose of this additional information is to provide ammunition for response to the Deputy Directors' appeals for more headroom in grades GS-14 and above and could also be used, hopefully, in the event we decide to ask the Bureau of the Budget for an increase in ceilings for positions GS-14 and above. I have discussed our additional requirements  and she is prepared to provide this upon word from us. I think a memorandum from you to Emmett Echols via the DD/S is all we would need to get this additional information. If you agree, I will prepare a memorandum for your signature formally asking for this report.

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\* Urges retirement of employees with 30 years' government service at age 60; and employees with five or more years' service at age 62.

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